

Full Professor **Agneš Slavić, PhD**

<https://orcid.org/0000-0001-8730-9884>

agnes.slavic@ef.uns.ac.rs



Agneš Slavić, PhD is Full Professor at the Faculty of Economics in Subotica, University of Novi Sad, Republic of Serbia. Her scientific area is Management - Human Resource management, Organizational Behaviour and Talent Management. Her research interests include human resource management practice in Serbia and Central and Eastern European regions, with the focus on staffing and training and development. She has published numerous scientific papers in reputable global and national scientific journals and research monographs and presented papers at international scientific conferences in Central and Eastern Europe.

EDUCATION

2006- 2010: *PhD studies:* **University of Szent István, Gödöllő, Hungary**

Doctoral thesis: „Methodology analysis of the „What’s working 2006?” employee satisfaction research”

2001-2006 *Master studies:* **Faculty of Economics in Subotica, University of Novi Sad, Serbia**

1996-2001 *Bachelor Studies:* **Faculty of Economics in Subotica, University of Novi Sad, Serbia**

WORK EXPERIENCE

2003 – present: **University of Novi Sad, Faculty of Economics in Subotica, Serbia**

Department: **Department of Management**

<https://www.ef.uns.ac.rs/kontakti/nastavnici/slavic-agnes.php>

Positions at Faculty of Economics in Subotica, University of Novi Sad, Serbia:

2021 – present: Full Professor in scientific area Management (leader of courses at bachelor level: Human Resource Management, Organizational Behavior, leader of course at master level: Talent Management)

2021- present: coordinator of academic master study program Leadership and Human Resource Management

2017 - present: member of Ethical Committee of Faculty of Economics in Subotica

2015-2018: member of Educational and Scientific Council of Faculty of Economics in Subotica

2018-2022: member of Council of Faculty of Economics in Subotica

2021-2028: member of the Expert Council for Social Sciences of the University Senate of University of Novi Sad

2022-2023: editor in chief of scientific journal „Annals of Faculty of Economics Subotica” ISBN: 0350-2120

<https://anali.ef.uns.ac.rs/index.php/AnnalsEFSU>

2008 – present: the Serbian coordinator of CRANET international research network (www.cranet.org)

(member from Serbia: Faculty of Economics in Subotica, University of Novi Sad)

2009 – present: the Serbian coordinator of CEEIRT international research network (<http://www.ceeirt-hrm.eu>)

(member from Serbia: Faculty of Economics in Subotica, University of Novi Sad)

Other academic experience:

- Citations: SCOPUS 235 (excluded self-citations, h-index:10)
<https://www.scopus.com/pages/citationOverview?authorIds=55874838400&origin=AuthorProfile>,
Google Scholar 1234 https://scholar.google.com/citations?hl=en&user=W5Y-ZoAAAAJ&view_op=list_works&sortby=title
- Coauthor of 4 university course books (Human Resource Management, Organizational Behavior, Talent Management and Reward Management)
- Supervisor of 2 doctoral degree PhD theses, and numerous master and bachelor theses
- Member of 11 doctoral degree defence committees at University of Novi Sad, University of Niš and University of Kragujevac
- Reviewer of PhD thesis: Corvinus University of Budapest, Hungary (2017)
- Member of 14 committees for selection academics (for academic positions: Teaching assistant, Assistant Professor, Associate Professor and Full Professor at University of Novi Sad, University of Niš and University of Kragujevac)
- Member of Editorial Board of 3 scientific journals: Journal of Human Resource Management (publisher: Faculty of Management, Comenius University in Bratislava, Bratislava, Slovakia, ISSN: 2453-7683), Studia Mundi – Economics (publisher: Faculty of Economics and Social Sciences, Szent István University, Gödöllő, Hungary, ISSN: 2415-9395), Turisztikai és Vidékfejlesztési Tanulmányok – TVT -Tourism and Rural Development Studies (publisher: University of Pécs, Hungary, ISSN: 2677-0431)
- Member of scientific committees of international scientific conferences: Strategic Management (organizer: Faculty of Economics in Subotica, University of Novi Sad) <https://www.ef.uns.ac.rs/sm2025/> , ICEBM (organizer: Babes-Bolyai University, Cluj-Napoca, Romania) <https://www.icebm.ro/>
- Plenary speaker at international conferences (organized by Szent István University Gödöllő, Hungary (2016), University of Public Service Budapest, Hungary (2018), University of Babes-Bolyai, Romania (2023), University of Debrecen, Hungary (2023))
- Reviewer of 2 academic coursebooks (Ecological Management – publisher Faculty of Economics in Subotica University of Novi Sad, Management of Human Potentials – publisher Faculty of Economics University of Niš)
- Reviewer of 11 scientific monographs published in Serbia, Hungary and Slovakia
- Reviewer of numerous papers published in leading scientific journals and journals of national importance from Central and Eastern Europe
- Peer reviewer of the scientific grant proposals for the National Science Centre in Poland (2019, 2023)
- Teacher participant in X-culture project 2024-1 round – supervised 5 students from Faculty of Economics in Subotica who participated in a global, multicultural case-study solution teamwork <https://x-culture.org/>
- Lecturer at Summer school FES 2024 – organized by Faculty of Economics in Subotica for students from China

SELECTED PROJECTS

- 2023-2024: The effects of flexible working arrangement on the organizationsl performance and sustainability, project funded by: Provincial Secretariat for Higher Education and Scientific Research of AP Vojvodina (no. 000885375-2024). Role: Researcher.
- 2021-2022: The effects of emotional intelligence of managers on the performances and sustainability of organization, project funded by: Provincial Secretariat for Higher Education and Scientific Research of AP Vojvodina (no. 142-451-2269/2021-01). Role: Researcher.

- 2019-2020: The effects of corporate social responsibility in the field of human resource management on the performances and sustainability of organizations, project funded by: Provincial Secretariat for Higher Education and Scientific Research of AP Vojvodina (no. 142-451-2482/2019-03). Role: Researcher.
- 2018-2019: Contribution to the cross-border mobility research between Hungary and Serbia, project funded by Comparative and European Employment and Labor Law Research Group of the Hungarian Academy of Sciences, Pécs, Hungary. Role: Researcher.
- 2018: Strategic support for the recruitment of competitive public services, project funded by: National University of Public Services, Budapest, Hungary (no. KÖFOP-2.1.5 VEKOP-16-2016-00001) Role: Researcher
- 2018: YOUMIG - Improving the institutional capacities and fostering cooperation to tackle the impacts of the youth migration, project lead partner: Hungarian Central Statistical Office (no DTP1-1161-4.1). Role: Researcher

ACADEMIC MOBILITY PROGRAMS:

- 2015: Guest Lecturer at Faculty of Economics Zagreb, Croatia
- 2019: ERASMUS + Staff Mobility – teaching: Ovidius University of Constanca, Romania
- 2019 – present: CEEPUS teacher freemover mobility - teaching in Hungary at University of Pécs (2024, 2025), University of Debrecen (2024), University of Sopron (2019), Budapest Business School (2024), Budapest Metropolitan University (2025)

MEMBERSHIP IN PROFESSIONAL AND SCIENTIFIC ASSOCIATIONS:

- 2007 - present: member of Committee to promote Hungarian science abroad of Hungarian Academy of Science, Hungary (MTA Köztestület)
- 2018 – present: honorary member of Hungarian Human Resource Management Association, Hungary (HSZOSZ) (member from 2010)
- 2020-2021: SHRM - Society for Human Resource Management, Alexandria, USA

SELECTED PUBLICATIONS

1. Berber, N., Morley, M. J., Poór, J., **Slavić, A.**, & Gašić, D. (2024). Effects of Institutional and Organizational Factors on the Changing Contours of Industrial Relations in Central and Eastern Europe. *JEEMS Journal of East European Management Studies*, 29(1), 71-101. DOI: 10.5771/0949-6181-2024-1-71 https://www.nomos-elibrary.de/10.5771/0949-6181-2024-1-71.pdf?download_full_pdf=1&page=1
2. Berber, N., Aleksić, M., **Slavić, A.**, & Strugar Jelača, M. (2022). The relationship between corporate social responsibility and corporate reputation in Serbia. *Engineering Economics*, 33(3), 232-245, ISBN: 1392-2785. <https://doi.org/10.5755/j01.ee.33.3.29316>
3. Marić, S., Berber, N., Slavić, A., & Aleksić, M. (2021). The Mediating Role of Employee Commitment in the Relationship Between Corporate Social Responsibility and Firm Performance in Serbia. *SAGE Open*, 11(3), ISSN: 2158-2440 DOI: 21582440211037668 <https://journals.sagepub.com/doi/10.1177/21582440211037668>
4. Katić, I., Berber, N., **Slavić, A.**, & Ivanišević, A. (2020). The Relations between Investment in Employees' Development and Organizational Productivity and Service Quality. *Tehnički vjesnik*, 27(4), 1077-1083. ISSN: 1330-3651. DOI: <https://doi.org/10.17559/TV-20181121101314>

5. Berber, N., **Slavić, A.**, Strugar Jelača, M., & Bjekić, R. (2020). The effects of market economy type on the training practice differences in the Central Eastern European region. *Employee Relations*, 42(4) 971-998. ISSN: 0142-5455 DOI: <https://doi.org/10.1108/ER-10-2018-0265>
6. Poór, J., Engle, A. D., Kovács, I. É., Morley, M. J., Kerekes, K., **Slavic, A.**, Berber N., et al. (2020). Multinationals and the evolving contours of their human management practices in Central and Eastern Europe and the former Soviet Union. *Employee Relations*, 42 (3), 582-608. ISSN: 0142-5455 **M23** DOI: <https://doi.org/10.1108/ER-01-2019-0082>
7. **Slavić, A.**, & Berber, N. (2019). The role of training practice in improving organizational performance in selected countries of the Danube region. *Inzinerine Ekonomika-Engineering Economics*, 30(1), 814-83. ISSN: 1392-2785 DOI: <https://doi.org/10.5755/j01.ee.30.1.17857> (on SSCI list, in 2019: Economics: 244/371; IF: 1,000; Q3; SJR: 0,292)
8. Berber, N., **Slavić, A.**, Miletić, S., Simonović, Z., & Aleksić, M. (2019). A survey on relationship between leadership styles and leadership outcomes in the banking sector in Serbia. *Acta Polytechnica Hungarica*, 16 (7), 167-184. ISSN: 1785-8860 **M23** DOI: <http://acta.uni-obuda.hu/Issue94.htm#:~:text=DOI%3A%2010.12700/APH.16.7.2019.7.10>
9. Berber, N., Morley, M.J., Poór, J. & **Slavić, A.** (2017). Management compensation systems in Central and Eastern Europe: a comparative analysis. *International Journal of Human Resource Management*, 28 (12), 1661-1689. ISSN: 0958-5192. DOI: <http://dx.doi.org/10.1080/09585192.2016.1277364> (for 2017: Management: 78/210; IF: 2,425; SJR 0,939)
10. Morley, M.J., **Slavic, A.**, Poór, J., & Berber, N. (2016). Training practices and organisational performance: a comparative analysis of domestic and international market oriented organisations in Central & Eastern Europe. *Journal of East European Management Studies (JEEMS)*, 21 (4), 406-432. ISSN: 0949-6181 DOI: 10.1688/JEEMS-2016-01-Morley (on SSCI list, in 2016: Management: 167/194; IF: 0,750; SJR: 0,369) <https://www.jstor.org/stable/44111958?seq=1>

21th May 2025

Prof. dr Agneš Slavić